



## CITY OF GLENDALE, CALIFORNIA REPORT TO THE CITY COUNCIL

### **AGENDA ITEM**

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Report: International Association of Fire Fighters (IAFF) Medical Expense Reimbursement Plan for Sworn Fire Managers represented by the Glendale Management Association.

1. Resolution approving employee and employer contributions to the IAFF Medical Expense Reimbursement Plan.

### **COUNCIL ACTION**

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**Item Type:** Consent Calendar

**Approved for** December 17, 2024 **calendar**

### **EXECUTIVE SUMMARY**

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The Glendale Management Association represents, among other classifications, the sworn fire managers, Assistant Fire Chief, Deputy Fire Chief, and Fire Battalion Chief. Seven budgeted positions are covered by this bargaining group. On February 27, 2024, the City Council approved a Memorandum of Understanding (MOU) with the GMA effective from July 1, 2024, through June 30, 2027. As part of this agreement, the City allowed GMA Sworn Fire Managers to participate in the International Association of Fire Fighters' (IAFF) Medical Expense Reimbursement Plan (MERP) through both employee and employer contributions, with the city contributing \$75 per month. Afterward, negotiations began to outline a process for future MERP fringe benefits. On December 6, 2024, the parties reached a final agreement on the IAFF MERP terms, which were incorporated into the updated GMA MOU.

### **RECOMMENDATION**

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Approve the attached Resolution pertaining to the IAFF MERP terms, which amend and incorporate the previously approved GMA MOU.

### **ANALYSIS**

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The City of Glendale sworn fire managers, represented by the GMA, will participate in the IAFF MERP, which provides reimbursement for medical expenses for retired fire managers who meet the Plan's eligibility requirements. This participation is facilitated through both employee and employer contributions outlined in the MOU between the City and GMA.

The City has the authority to implement mandatory payroll deductions as part of its compensation package to facilitate contributions to the Plan, ensuring compliance with the collective bargaining agreement. The monthly \$75 employer contribution shall be deposited pre-tax with the Washington State Council of Fire Fighters Benefit Trust. These contributions and any payouts related to unused leave at retirement will align with the terms set forth in the collective bargaining agreement (CBA) and will adjust accordingly as BCA provisions change.

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**FISCAL IMPACT**

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There is no fiscal impact to the adoption of the IAFF MERP in the current fiscal year. The City's contribution amount remains unchanged and is included as a part of the FY 2024-25 budget. The subsequent years' costs shall be appropriated as part of the regular budget process.

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**ENVIRONMENTAL REVIEW (CEQA/NEPA)**

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This item is exempt from the CEQA/NEPA.

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**CAMPAIGN DISCLOSURE**

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This item is exempt from campaign disclosure requirements.

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**ALTERNATIVES TO STAFF RECOMMENDATION**

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There are no alternatives to staff's recommendation. This item was negotiated during the collective bargaining process earlier this year.

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**ADMINISTRATIVE ACTION**

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**Submitted by:**

Paula Adams, Chief Human Resources Officer

**Prepared by:**

Paula Adams, Chief Human Resources Officer

**Approved by:**

Roubik R. Golanian, P.E., City Manager

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**EXHIBITS/ATTACHMENTS**

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1. IAFF Medical Expense Reimbursement Plan Terms.
2. Trust Agreement Governing the Washington State Council of Fire Fighters Employee Benefit Trust.